

Mercy Medical Center's Workforce Health Initiative

*A predictive health risk management
approach to claims reduction, increased
productivity and increased profitability*



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What do we do?

- Work closely with employers to develop or enhance wellness programs
- Provide screening services
- Provide presentations on health topics
- Provide assistance in coordinating contests and competitions
- Provide the tools needed to gather information from employees on their health needs



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Health Information Center



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Health Information Center cont...

- Poster changes monthly and follows the American Hospital Association
- Side cards are Personal Health Guides, these change quarterly and are meant to be taken by employees
- Bottom banner poster links local resources to the monthly poster



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Why Wellness at the Worksite?

- Knowledge is power
- Employers who invest in screening services and/or Health Risk Assessments have the information needed to provide services and programming to address the issues at hand
- Healthy employees are happier and more productive



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Health Screenings

- Designed to assess your current general physical health.
- Assesses your risk for disease
- Provides information to improve overall wellness
- Results are confidential



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Screen Components

- Height
- Weight
- Waist Girth
- Complete Blood Panel
- BMI
- Blood Pressure



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Personal Health Profile (HRA)

Health survey that asks questions about your current health and health habits



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Reporting

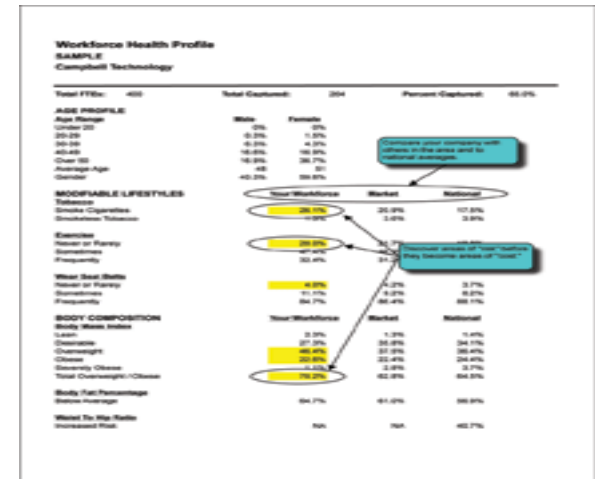
- Each individual participant receives a Personal Health Report
- Provides detailed information in regards to the screening results and information provided from the personal health profile
- Information on disease risk(s) included



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Reporting Cont...

- The company receives an aggregate Group Report
- Identifies areas of risk and concern within the workforce



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HR Insight

- A means for companies to review the aggregate group reports as they wish
- Allows for workforce claims modeling (shows the company what they can save by having a healthier workforce)



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Programming

- Mercy assists employers in presenting wellness programs to enhance current positive health habits or create new ones
 - Prevention: Change Starts With You
 - Lunch and Learns
 - Weight Loss Challenges



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Results—Company 1

29 employees were identified as having three or more risk factors after their March health screening

- 20 employees had 3 risk factors
- 7 employees had 4 risk factors
- 2 employees had 5 risk factors



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Company 1

- After implementation of one of the Mercy programs the following results were accomplished
 - 21 employees at the end of the program had three or more risk factors
 - 14 employees had 3 risk factors
 - 5 employees had 4 risk factors
 - 2 employees had 5 risk factors
 - **THAT MEANS 8 EMPLOYEES CHANGED THEIR LIFESTYLE ENOUGH TO HAVE DECREASED THEIR RISK FOR A MAJOR MEDICAL EVENT**



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Results—Company 2

- 39 employees participated in the Prevention Changes Starts With You Program (*210 employees were identified as having 3 or more risk factors, but 39 participated*)
 - Out of the 39 employees the following was determined
 - 30 employees had 3 risk factors
 - 6 employees had 4 risk factors
 - 3 employees had 5 risk factors



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Company 2

- After implementation of the program components the following results were accomplished
 - 15 employees had positive results on their follow up glucose reading
 - 26 employees had positive results on weight management
 - 29 employees had positive results on blood pressure



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Company 2

- At the conclusion of the program the following was also determined
 - 22 employees at the end of the program had 3 or more risk factors
 - 16 employees had 3 risk factors
 - 4 employees had 4 risk factors
 - 2 employees had 5 risk factors
 - **THAT MEANS 17 EMPLOYEES CHANGED THEIR LIFESTYLE ENOUGH TO HAVE DECREASED THEIR RISK FOR A MAJOR MEDICAL EVENT**



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Dollars Saved

- Potential for claims savings can be determined by using HRInsight
- More importantly, lives have been enhanced and even saved by employers offering wellness programs to employees



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